

ARTICLE -

COMPENSATION

Section 1 It is understood that the Union has no authority, nor shall the University be obligated, to negotiate over stipends for graduate students, including the stipends of bargaining unit members, nor shall the University be obligated to negotiate over any other financial matters for graduate students who are not members of the bargaining unit. The provisions of this Article only apply when a student is working as a member of the bargaining unit.

Section 2 **Compensation for salaried SWs.**

A. Research Assistant I – Sciences Ph.D candidate.

A Research Assistant I- Sciences Ph. D candidate is usually appointed on an annual basis for a 12-month period to perform research work under the supervision of a faculty/principal investigator. The parties understand that the work of a Research Assistant is a blend of academic and employment endeavors and that clear separation of each is difficult. The stipend that such an RA receives could be characterized as financial assistance or compensation or both. Thus, it is understood that for this category of SW and for purposes of this Agreement only, the stipend offered by the University is the functional equivalent of a salary and will be referred to as such in this Article only.

Effective July 1, 2019, the University shall set the minimum salary for all such SWs to the following levels:

Life Sciences	12 months	\$39,528
Physical Sciences	12 months	\$37,932

10 month or shorter appointments for these two levels will be pro-rated accordingly.

The above rates have been increased by 3% over FY 19 rates and thus will not be increased any further for FY 20.

The above rates will increase by **2.50%** on July 1, 2020 and **2.50%** on July 1, 2021.

B. Research Assistant II –Sciences Ph.D candidate with teaching responsibilities.

In addition to their research work, a Research Assistant II - Sciences Ph.D candidate will also have a teaching assignment.

Provided such a teaching appointment is approved by their faculty advisor, the SW will have an appropriate adjustment in their research workload. If in discussions with the faculty advisor and/or principal investigator such an adjustment is not possible or not mutually desirous, the Research Assistant II will receive additional compensation in accordance with department or program guidelines.

The minimum salaries for Research Assistants II will be the same as for Research Assistants I.

C. Teaching Fellows –

a. There are four types of salaried teaching fellows (TFs) throughout the University who perform instructional duties:

1. Teaching Fellow I
2. Teaching Fellow II
3. Instructional Fellow
4. Pedagogical Fellow

General descriptions of the duties and eligibility for such positions are found in the Titles and Classifications Article and Article -- Workload. More particularized duties may be found in individual employment appointment letters.

b. Teaching Fellow categories when the TF is teaching a single standard University course or section under the direction of a full-time faculty member or when teaching a course independently. Compensation may be pro-rated for courses that run for less than a full semester.

	Junior rate	Senior rate
Teaching rate A	\$ 3,400	\$ 3,400

The minimum rate for any Teaching Fellow in the School of Public Health

Teaching rate B	\$ 4,927	\$ 5,548
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The minimum rate for Teaching Fellow I or Pedagogical Fellow for teaching a section in any School or College other than SPH that usually although not always accompany lectures given by faculty members.

Teaching Rate B is also the rate for a Head Teaching Fellow who does not have section teaching responsibilities.

[Note: this was the old 0.2 FTE)

Teaching rate C	\$ 9,853	\$11,077
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The minimum rate for any Instructional Fellow. An Instructional Fellow has primary instructional responsibilities for a course, under the supervision of a faculty member.

[NOTE: This was the old 0.4 FTE]

Except as minimally provided above, variation between and within Teaching Rates ~~A-E~~ B and C will be determined by each School. In deciding what compensation should be paid for a given teaching activity, the School shall take into account various factors including but not limited to degree of difficulty of the course or section; class size; degree of independence and accountability for the SW; frequency of meetings; attendant course advising; and any oversight responsibilities. Such determination shall not be grievable.

Each School is required to publish which rate applies for particular courses and particular teaching activities.

All such rates may be pro-rated accordingly for courses with less than a full semester's (term's) duration.

- c. The Senior Rates will be applied for any Ph.D SW who has successfully completed their first two years of their Ph.D program. The Junior Rates will be applied for all other SWs. Determination of successful completion of the first two years is based on academic progress and is not grievable.
- d. The Teaching Rates above reflect a 2% increase over FY 19 rates. Such rates will be further increased by 2.5% on July 1, 2020 and 2.5% on July 1, 2021.
- e. For SWs within their admissions offer period, (normally, in their third and fourth year of graduate work), the minimum rates described above for teaching will be considered compensation and will be separately paid to the SW. However, such compensation is not an addition to the SW's stipend. During the admissions offer period, the total amount of funding to the SW, including the compensation for teaching, will be equal to the amount specified in the admissions offer letter.

D. Other Teaching Rates:

Full-time graduate students teaching in any School of the University will be paid under one of the three Junior or Senior Teaching Rate categories in Section C above, except for Lecturer/Instructors, Teaching Assistants and Salaried Course Assistants in the Division of Continuing Education (DCE).

D. Nothing shall preclude the University from paying higher compensation rates in its discretion.

E. **Division of Continuing Education (DCE)**

As an exception to the rates in Section C above and effective upon ratification of this Agreement, unit members teaching in DCE will be paid at the following minimum compensation rates depending on title:

DCE- Lecturer/instructor	\$7800 per 4 credit course
DCE- Teaching Assistant	\$3900 per 4 credit course
DCE- Head Teaching Assistant	\$1950 for such work.
DCE- Salaried Course Assistant	\$850 per 4 credit course

These rates shall be increased by **2.5%** effective July 1, 2020 and **2.5%** on July 1, 2021.

F. **Other instructional work besides teaching.** It is understood that programs may offer differing amounts of compensation for other instructional work besides teaching a course or section of a course, such as tutoring, thesis advising, leading practicums and other instructional work.

G. The teaching rates delineated in Section C. above for teaching courses includes, in addition to class time, preparation, grading, meeting with and advising students on course work and all other matters attendant to teaching the course. No additional compensation is paid for any such attendant work other than the course rate.

Section 3 Compensation for Hourly SWs

A. It is recognized that hourly rates of pay for hourly Research Assistant II, Course Assistants, hourly Teaching Fellows and other hourly workers vary greatly throughout the University. Some Schools have specific rates of pay for their hourly workers. Some hourly rates vary depending on the amount of available funds in a faculty member's grant.

B. However, all hourly SWs who perform instructional work (e.g. Course Assistants) regardless of School will receive at least the minimum hourly rate of pay of **\$17.00** per hour effective upon ratification of this Agreement.

Effective July 1, 2020, the minimum rate will be increased to **\$17.43** per hour.

Effective July 1, 2021, the minimum rate will be increased to **\$17.87** per hour.

C. All hourly SWs who perform research work (e.g. hourly Research Assistant) will receive at least the minimum hourly rate of pay of \$15.00 per hour effective upon ratification of this Agreement.

Effective July 1, 2020, the minimum rate will be increased to \$15.38 per hour.

Effective July 1, 2021, the minimum rate will be increased to \$15.76 per hour.

Section 4 A SW shall be paid on a timely basis, in accordance with the University's normal business operations, for the teaching and other compensable duties they performed, provided the SW has submitted to the University, in a timely fashion, all documentation or information necessary for the processing of said payment.

Section 5 If the University, in error, overpays a SW in a given pay period, the University, once it discovers the error, will promptly notify the SW of the amount of the overpayment and the date on which the overpayment occurred. In such a case, the University and the SW will work out a repayment plan for the overage. If they wish, the SW may seek the help of the Union in negotiating over the repayment plan.

In checking their bank statements, SWs are expected to report to the University any suspicious entries or possible overpayments, or underpayments, so they may be corrected as soon as possible.

Note: Some title adjustments may be necessary at some point as a result of the work of the subcommittee on Titles and Classifications